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Association of Trade Union Officials

Women as trade unionists

[London]

[1905?]

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Association of Trade Union Officials.

WOMEN AS TRADE UNIONISTS.

The hackneyed story of the meeting of the Yorkshireman and the friend of whom he had for some time lost sight, puts cogently the reason for our interest in this question of Women's Combination.

"Did you ever get even with that lass who took your job at half your wage?" said the querist.

"Get even with her—why I married her," was the reply, "and she's keeping me and herself as well."

Wherever women are capable of doing work at present done by men, their cheap labour will be utilised by the employer to lower wages. The position of the Edinburgh compositors' trade, which is being carried on by women at a rate of wage far below that demanded by men compositors, is a case in point. It may be said that the trades and instances in which women compete with men are comparatively few; but even if this be granted, there remains the fact that the existence of a large mass of cheap labour affects the average wage—the whole position of labour is weakened by the existence of a stratum which habitually receives less than a living wage. Combination is the surest means for women, as for men, of maintaining a living wage.

The question of Women's Unions is, therefore, a vital one. It is impossible to deal with the subject of Women's Trade Unions without an introduction dealing with the rise of Trade Unionism, since to understand the present position of organisation requires some knowledge of its inception and history.*

It was at the beginning of the 18th century that we first hear of Trade Unions, as we now understand the term. Prior to that time there was a good deal of oppression, but the workers never appear to have been able to maintain any lasting combination against it, till, in the 18th century, we hear of the action taken by the tailors, weavers, and various other classes of workers to protect themselves. At the beginning of the 18th century the conditions of work were changing, for it was becoming differentiated, and classes of workers were growing up who were only able to undertake a certain share in the production of the finished goods. Cutters, sewers, and other special classes of workers were needed to carry on tailoring, and among the

* Only the briefest notice of the rise of Trade Unionism is possible here, and those who wish to learn more must turn to the History of Trade Unionism by Mr. and Mrs. Sidney Webb, of which this Introduction is a summary,

1905 ?

weavers some carded and others wove, while the material in both cases belonged to an employer. Therefore the work was being carried out by men, the majority of whom could never hope to rise to be employers, who owned nothing but their skill, and whose interests were the same as those of all the other employés in the shop. Here, therefore, we get all the essential elements for a Trade Union, in the existence of a permanent wage-earning class in a trade sufficiently skilled to render the workers intelligent and alive to their own interests. In many trades there was, however, no Trade Union, and the "History of Trade Unionism" cites in the Pinmakers an interesting example of such trades, and of the reason of their lack of organisation. Prices were so beaten down in the pin-making trade, that the workers were in many cases taking refuge in casual labour, while their children became parish charges; yet here, although there was skilled work and a sufficiency of grievances, there was no permanent wage-earning class from which a Trade Union could be formed. The workers bought the wire for the pins, and were in a sense their own masters. The great cleavage between Labour and Capital had not in such trades completely taken place. So it is seen that though Trade Unions existed, they were scattered, and their influence was partial; there was nothing to band workers in all trades together, so as to constitute such a movement as that of modern Trade Unionism.

The resort of these early Trade Unions for the redress of their grievances was always to the law; they did not attempt to keep up their wages by their Unions, but used their organisation to get the laws put into force, a comparatively easy step, when the Government considered that it was their business to obtain for the workers a "convenient proportion of their wages," and when King and House of Commons appear to have held on these questions the workers' "brief."

It is droll to the modern Trade Union official, who recognises the value of machinery and welcomes invention, to find the Government itself prohibiting the use of the gig mill at the workers' instance. But the tide of invention and all the conditions of industrial change were not to be kept back by laws, and though as late as 1756 the Gloucestershire weavers obtained a table and scheme of wages by which their piece-work prices were to be settled by the Justices, the Act was one of the last of this description which was passed. Nor was this scheme of long existence, for before a year was gone it was repealed, in spite of the workers' struggle to retain it, by the influence of the employers. Henceforth the workers petitioned Parliament in vain, for though the Government agreed with them that their standard of life was lowered, while the production of their labour was enormously increased, they saw no way out of the difficulty, and amid universal discontent and frequent outbreaks, the situation developed till the beginning of last century. After 1800 the old policy was entirely reversed, the laws giving powers to fix

wages were repealed, the laws against Combinations enforced; and the Individualist school of *laissez-faire* ruled supreme.

For many years there was much oppression and suffering, imprisonment and heavy penalties were inflicted on the workers' leaders whenever Trade Unionism showed itself, and the organisations at this date existed rather as secret societies, with quaint oaths and strange mysteries. Meanwhile, however, the division between Labour and Capital was becoming complete, a "horizontal clevage" which created a national wage-earning class was taking place, and we owe the Modern Trade Union Movement, with its identification of the interests of the workers as a class, to the persecution of Trade Unionists, which did not cease till long after the laws against Combinations had been repealed, for the individualistic school died hard.

What part had women played in the vicissitudes and development of the Trade Unionist Movement? It is interesting to find that in 1827 when, after the repeal of the Combination Laws, the Grand General Union of the United Kingdom was being started by the cotton spinners, the women and girls were urged by them to form separate organisations. The organisation did not last; but it is appropriate that what seems to be one of the earliest indications of Women's Trade Unions should be found in a trade which on the wiser lines of united enrolment includes now in its membership two-thirds of the organised women of England. Anyone who has seen a Lancashire demonstration with its audience of thousands of Trade Unionists, and file after file of women and girls among the men's ranks, each one wearing the badge of her Union—the cotton bud—in her dress, has had an unforgetable object lesson. The constitution of no Union is drawn up with more wisdom, no organisation is conducted with more statesmanship, than those of the great cotton Unions of Lancashire, of which 60 per cent. are women.

The total female membership of the Lancashire cotton Unions is about 80,000. The results are what we should anticipate. Wages are at a far higher average than is usual in trades where women are largely employed; hours and conditions in the cotton trade are notoriously above the average; the settlement of disputes is, as a rule, by the deliberation of the officials of the opposing organisations of masters and men, rather than the rough and ready method of a strike. We have in Lancashire the champion Women's Unions of the world.

But having chronicled this triumph of organisation, we have disposed, as has been said, of two-thirds of the women Trade Unionists of the Kingdom. There remain, it is true, 40,000 women Trade Unionists to be accounted for, but these last are in scattered Unions all over the country, not massed in one district and one trade as are the cotton operatives, and useful and admirable as many of the Unions are, they cannot with their small membership of sometimes not more than 30 persons, be quoted in the same breath with the Lancashire organisations.

Before discussing these little Unions, and telling the story of some typical ones, it is necessary to consider the question as to why, in spite of the spread of the Trade Union Movement, women should play in it so small a part.

We have said that to have a Trade Union it is essential to have a number of persons, not only in the same trade but in the same position in that trade, who will be held together by common interests and aims. The modern Industrial system which created *classes* of workers, and large numbers of persons of the same grade of labour, the great majority of whom could never hope to change their state or to rise to positions of authority, but who would remain wage-earners all their lives, created as a consequence the possibility of Trade Unionism, as we understand it now. In the days when every apprentice might hope to become an employer, stable Trade Unionism could not exist. Women have entered the labour market handicapped by the want of permanence in their labour. The position which made stable organisation impossible for men bears instructive comparison with that which has always obtained in the great proportion of women's labour. It is dangerous to generalise for Lancashire confronts us. There is a certain small proportion of women who do not marry, and, more important, a large proportion, perhaps, who, brought up to factory life and untrained to home duties, look to a return to the work after marriage as a relief from home routine. This is largely, for example, a Lancashire custom, and does a good deal to explain the situation there. On the whole, however, the withdrawal from wage-earning on marriage is a sufficiently common occurrence to affect the stability of women's labour as a class. Another point which affects the position lies in the fact that all through the history of combination, it has been the skilled worker who has led the way. "Sufficient for the day" is the motto of the ignorant; it takes thought and training to appreciate the prospective value of Trade Unionism, and the great bulk of the army of women workers is not in the more skilled trades. There has been on the part of those employees who are drawn from a class superior to that of the ordinary workgirl, such, for example, as the shop assistant or post-office clerk, a tendency till lately to consider themselves above Trade Unionism, but the false gentility which gave rise to this feeling is passing away—witness the Shop Assistants Union and the Postal Clerks. The growth of great Unions in unskilled trades, such as those of the Dockers and Gasworkers, has partly destroyed this argument, for they have shown that the atmosphere which the movement has created has educated the unskilled, but it will take longer to affect those temporary wage-earners—the women.

Now to consider the scattered women's Unions which exist. It is strange to see how weak the Trade Union Movement is in Scotland, when we recall that it was there the last stand was made for the enforcement of the wage awards given by the Glasgow Justices, when the weavers paid £3,000 to fight their

case and "struck every mill" from Carlisle to Aberdeen to obtain the award's enforcement. The Scottish Mill and Factory Workers' Union—the textile organisation—numbers only some 3,000 women members in jute and flax. Forfar is admirable with its 90 per cent. of the weavers of the place in its branch of the Union, but the Dundee Branch, in spite of the thousands of textile workers in the district, collapsed in the difficulties of 1899. Carnoustie has a small membership; and Brechin, which contains considerably more than a third of the workers of the district in its Union, stands out as a healthy branch. Dunfermline, with its monoply of beautiful damask weaving and fairly good wages, cannot grasp the need for Trade Unionism. The Yorkshire textile organisation is even in a less hopeful position than that of Scotland, the female membership here has sunk to about 500, and all the efforts of president and organiser seem powerless to stop the decline. These organisations, like the Lancashire Unions, are usually officered by men, and in the first instance rightly so, for women in the initial stage of organisation look upon men as past masters in the art, and for the same reason there is most hope of success in cases in which the women can be organised in the ranks of men's organisations—not in separate Trade Unions, however closely affiliated.

There stand out, oddly enough, from the depressing spectacle of women as Trade Unionists in Scotland and Yorkshire, two or three little Unions formed of women and solely or mainly officered by them. Such is the Alva Union, where the women have not only made a brave struggle to hold their own organisation together and to keep up prices which in the district round them were "sore broke," but helped their friends in the neighbouring village of Tillicoultry to form a small Union there. Such, again, is the little Belfast Union of girls in the textile mills, who have held together through varying fortunes and won several cases for their members in the courts.

Leaving the textile trade and coming to those miscellaneous trades in which women are employed, upholstering provides us with another example of a successful Union of purely female membership, for in this trade in Liverpool the women have gained a rise of 2/- a week through their organisation. The Birmingham Penmakers' Union, though now very weak, was instrumental in gaining the extension of the Particulars Section to that trade a year or more ago. The membership here is purely female and apart from a certain amount of help given by a local branch of the Christian Social Union, the principal assistance the Union has received has been that of an ex-president of the Trades Council, the only male official of the organisation. The admirable London Union of Women Cigar Makers, which forms an organisation closely affiliated with the Men's Union, though not an integral part of it, furnishes another example; as does the Leicester Cigar Makers' Union, containing about two-thirds of the number of the trade in the District, of which two-thirds half are women.

In the Cigar Makers' Union the trade feeling is so strong that a complete system of boycott is carried out by the women, and non-Unionists are not tolerated by them in their workrooms—a new-comer and non-Unionist must join the Union or relinquish her work. The Felt Hatters have also opened their ranks to women, and the membership of over 3,000, gained in a comparatively short space of time, increases. There has been a plucky attempt both throughout the Boot and Shoe Trade, and by the men officials in the Tailoring and in the Clothiers' Trades, to bring the women workers into line with the men. This has not yet been very successful, though there is a good branch of the first in Leicester.

But we have taken enough examples for our purpose, and will only add to these existing organisations one Union which is dead—the Laundresses Trade Union—which came into existence somewhere about 1890, numbered over 3,000 members in a few years, and died when its organiser, Miss Abraham, left it to become Assistant Labour Commissioner in 1893, and when the object of its existence—the extension of the protection of Factory laws to laundries—failed. This Union, during the few years of its existence, probably carried on a more strenuous agitation than has been achieved by any of the more long-lived women's Unions during their whole term of being, and was well supported by the Press and public sympathy. The agitation cannot be said ultimately to have failed since the seed sown bore fruit in 1895, when laundries were brought to a large extent under the Factories and Workshops Act.

These typical Unions will serve for object lessons of how and when women have as yet surmounted the grand obstacles to their combination.

In Lancashire these obstacles have been completely overcome, and various causes seem to have contributed to the result. The magnificent generalship of the men, the practice of making the Trade Union a part even of the child wage-earner's career, and of organising the women with the men since the first inception of the Amalgamated Association of Weavers in 1858, and the general atmosphere created by their Trade Unionism, have been effective; but the habit of continuing work after marriage, particularly prevalent in Lancashire, must also be especially taken into account. These influences have combined to overcome all obstacles in the way of women's organisation. Outside Lancashire a certain number of Unions, such, for example, as The Bookfolders and Kindred Trades Union, and the branches of the Boot and Shoe and other trades already mentioned, are kept alive, not as very healthy organisations, simply by patience and perseverence on the part of the men officials. The small and energetic Unions instanced belong to one of two classes, those, firstly, which have sprung to life out of some special oppression, or some serious change in the management of a firm, which brings before the workers' eyes their individual

powerlessness with a vividness which sweeps away all difficulties, while the other class represents those Unions of which the Laundresses' or Matchmakers' Trade Unions are types, where the women have rallied to a personality—such as that of Miss Abraham in the one case, Mrs. Besant and Mr. Herbert Burrows in the other—always, perhaps, the most potent influence with the partly educated.

Some may question the value of combinations formed on such uncertain bases, and many of them unable from the small number of their membership to exercise any great trade influence, but of their value there can be no doubt. The 2/- a week rise gained by the little Union of Liverpool Upholsterers, the Halstead recovery of fines and deductions, the successful prosecution of a dispute by the Union of Women in the Printing Trade, the Belfast successes, show that certain trade benefits can be obtained even by very small numbers. These little combinations, too, educate the workers and to them the best and most thoughtful women gravitate, so that they form a nucleus round which the ignorant and fluctuating can rally. Moreover, these Unions form a lever for helping forward a work which has always been largely that of Trade Unionism—the furtherance of Labour Legislation.

The opinion of the organised women has ever been convinced on the value of Factory and Workshop laws and the voices of these women, the best informed representatives of those concerned, has on such points great and well-merited weight with our legislators. So for trade purposes and for educational and legislative purposes those who help forward the cause of women's Unionism do well.

How long will such nursing and helping forward be required, and when and how will women's organisations be fitted to play an equal part in the Labour Movement. Certainly not by the disappearance of the principal present barrier—the removal from work by marriage.

Everything points to the married woman's restoration to home life as being a goal to which progress is taking us, and anyone who has read the statistics which show the enormously increased infant mortality in localities in which the crêche or the neighbour take the place of natural care, cannot but hail the change. The injustice to the woman inflicted by asking her to abandon the reward of her labour and substitute for it, as at present, a precarious dependency on her husband will probably be met on some such lines as a lien on her husband's earnings, or by a State "Assurance Maternelle," not by the sacrifice of home and children.

We have spoken of the effect which the atmosphere modern Trade Unionism has created has had on even certain classes of unskilled labour. It appears to us that there is much hope for women's Trade Unionism also in the atmosphere which the Labour Movement is gradually producing both in its own ranks and in those of the outside public. Organisation is coming to be looked on as a natural economic solution of certain problems

presented in industrial life. Everything which tends to remove the novelty of combination and to make it a customary and recognised way of dealing with the pressure of the employer simplifies the formation of Women's Unions. It is from outside as well as from within the ranks of labour that help is coming.

Since also it is a truism that it is the more intelligent and skilled workers who best appreciate and most readily join the ranks of Trade Unionism, everything done to raise the conditions under which women work is of vital importance.

The most effective means to our hands for raising labour conditions are presented by our Industrial laws. Every addition to the Factory and Workshop code, which shortens hours, improves conditions, gives larger chance of leisure and therefore of education and of thought, raises the position of the worker.

Perhaps the greatest lever we have in our hands for building up women's organisation lies in lifting this class of labour through the medium of protective legislation.

For information relative to Women's Trade Unions apply to

Miss MONA WILSON,

Secretary WOMEN'S TRADE UNION LEAGUE,

Club Union Buildings,

Clerkenwell Road,

LONDON, E.C.

DIRECTORY OF UNIONS WHICH ADMIT WOMEN TO MEMBERSHIP.

METAL TRADES.

Tinplate and Sheet Millmen's Union.—Mr. T. Phillips, Cleveland Buildings, Station Road, Llanelly.

Sheffield and District Hand-File Cutters' Society.—Mr. S. Uttley, J.P., 145, Pitsmoor Road, Sheffield.

Association for Protection of Women in the Bedstead Trade.—Mr. W. Mills, 17, Stafford Street, Hockley, Birmingham.

TEXTILE TRADES.

Cotton Trades.

Card and Blowing Room Operatives.

Bolton and District Card, Blowing, Ring and Throstle Room Operatives' Association.—Mr. Jos. Edge, 77, St. George's Road, Bolton.

Association of Card and Blowing Room, Ring and Throstle Spinners.—Mr. F. Parker, 11, Wellington Street, Stockport.

Hadfield Card Room Operatives' Association.—Mr. T. Robinson, Water Lane, Hollingworth.

Hyde and District Card and Blowing Room Operatives' and Ring Spinners' Association.—Mr. W. Gee, 144, St. George's Street West, Hyde.

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Friendly Associated Male and Female Card and Blowing Room Operatives.—Mossley and neighbourhood.—Mr. M. B. Farr, 110, Breeze Hill, Mossley, Manchester.

Bury and District Card Room Operatives' Association.—Mr. J. Duckworth, Textile Operatives' Hall, Bury, Lancs.

Blackburn District Card and Blowing Room Operatives' and Ring Spinners' Association.—Mr. P. Maguire, 56a, Victoria Street, Blackburn.

Macclesfield and District Card and Blowing Room Operatives' Association.—Mr. A. Bamford, 86, Windmill Street, Macclesfield.

Oldham Provincial Card and Blowing Room Operatives' Association.—Mr. M. Connolly, 108, Union Street, Oldham.

Accrington District Card and Blowing Room Operatives' and Ring Spinners' Association.—Mr. A. Eidsforth, Post Office Chambers, Accrington.

Glossop District Card and Blowing Room Operatives' Association.—Mr. J. Gradwell, 35, Edward Street, Glossop, Manchester.

Rochdale Male and Female Card and Blowing Room and Ring Spinners' Association.—Mr. J. J. Kingsley, 5, Cloth Hall Street, Rochdale.

S E. Lancashire Provincial Card and Blowing Room Operatives' Association.—Mr. W. H. Carr, 28, Delamere Street, Ashton-under-Lyne.

Wigan and District Card and Blowing Room Operatives' and Ring Spinners' Association.—Mr. M. Carmody, 4. Vine Grove, off Caroline Street, Wigan.

Bacup and District Card Room Operatives' Association.—Mr. A. Chatburn, 7, West View, Whitewell Bottom, Waterfoot, Rossendale.

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SADDLEWORTH WEAVERS' AND WOOLLEN TEXTILE WORKERS' ASSOCIATION.—Mr. J. E. GARSIDE, Weavers' Offices, Green Lane, Delph, Oldham.

Linen and Jute Manufacture.

ABERDEEN MILL AND FACTORY WORKERS' UNION.—Mr. W. JOHNSTON, 47, Belmont Street, Aberdeen.
DUNDEE AND DISTRICT MILL AND FACTORY OPERATIVES' UNION.—Miss SMEATON, 14, Ireland's Lane, Bell Street, Dundee.

FORFAR FACTORY WORKERS' UNION.—Mr. A. FARQUHARSON, 33, West High Street, Forfar.
BRECHIN MILL AND FACTORY OPERATIVES.—Mr. G. NAPIER, 16, Damacre Road, Brechin.
ALYTH MILL AND FACTORY WORKERS' UNION.—Mr. A. ROBERTSON, Town Hall. Alyth, Perthshire.
CARNOUSTIE MILL AND FACTORY WORKERS' UNION.—Mr. J. OGILVIE, 65, Panmure Terrace, Carnoustie, Forfarshire.
ALVA TEXTILE WORKERS' UNION.—Miss L. PATERSON, 75, Queen Street, Alva, Clackmannanshire.
HAWICK TEXTILE WORKERS' UNION.—Mr. R. SMITH, 10, Ladylaw Place, Hawick.
GALASHIELS TEXTILE FACTORY WORKERS' UNION.—Mr. R. SMITH, 4, Abbots Place, Galashiels.
TILLICOULTRY AND DEVONSIDE TEXTILE WORKERS' UNION.—Miss JANET PATERSON, Paterson's Buildings, Devonside, Tillicoultry.
DUNFERMLINE AND DISTRICT TEXTILE WORKERS' UNION.—Mrs. BEGLIN, 12, High Street Dunfermline.
TEXTILE OPERATIVES' SOCIETY OF IRELAND.—Miss M. GALWAY, 25, Henrietta Street, Belfast.

Hosiery Manufacture.

LEICESTER AND LEICESTERSHIRE AMALGAMATED HOSIERY UNION.—Mr. J. HOLMES, Exchange Buildings, Rutland Street, Leicester.
WOMEN'S HOSIERY UNION.—Mr. H. BROWN, 57, Flewitt Street, Nottingham.
LOUGHBOROUGH FEDERATED HOSIERY UNION.—Mr. T. COOKE, Thrift House, Thorpe Lane, Loughborough.
HINCKLEY HOSIERY UNION.—Mr. W. CHAPMAN, 7, Alma Villas, Queen's Road, Hinckley.
WOMEN WORKERS' ASSOCIATION (CONSETT).—Mr. R. ECCLES, Blackhill, R.S.O., co. Durham.

Carpet Manufacture.

EAST OF SCOTLAND POWER LOOM WEAVERS' TRADE PROTECTION ASSOCIATION.—Mr. G. CUTHBERTSON, 55, Muir Park, Eskbank, Dalkeith.

Lace Manufacture.

FEMALE LACE WORKERS' SOCIETY.—Mrs. MARSHALL, 6, Stanhope Street, Carter Gate, Nottingham.

Silk Manufacture.

PLUSH, SILK AND TEXTILE WORKERS' UNION.—Mr. G. SHADLOCK, 119, Chassum Street, Manningham, Bradford, Yorks.

Textile Printing, Bleaching, Dyeing, and Finishing.

BLEACHERS', DYERS', AND FINISHERS' ASSOCIATION, BOLTON AMALGAMATION.—Mr. W. B. MATHER, 19, Wood Street, Bolton.
LEICESTER DYERS' AND SCOURERS' UNION.—Mr. A. HANDS, c/o I. Holmes, Exchange Buildings, Rutland Street, Leicester.
SCOTTISH BLEACHFIELD WORKERS' UNION.—Mr. C. STUART, 43, King Street, Broughty Ferry, Dundee.

CLOTHING TRADES.

NATIONAL UNION OF BOOT AND SHOE OPERATIVES.—Mr. W. B. HORNIDGE, 17, Silver Street, Leicester.
NATIONAL UNION OF BOOT AND SHOE CLICKERS, PRESSMEN AND MACHINISTS.—Mr. W. LINTON, 91, Scawfell Street, Hackney Road, E.
AMALGAMATED SOCIETY OF TAILORS.—Mr. T. A. FLYNN, 415, Oxford Street, Manchester.
WESTMINSTER AND PIMLICO TAILORESSES' TRADE UNION.—Miss C. ELLISON, 2, Chapter Street, Westminster.
WOMEN EMPLOYED IN THE ROYAL ARMY CLOTHING FACTORY, PIMLICO.—Mr. F. BUTLER, 187, Bridge Road, Battersea, S.W.
MANCHESTER AND SALFORD FEDERATION OF WOMEN WORKERS.—Mrs. DICKINSON, 9, Albert Square, Manchester,

UNITED LADIES' TAILORS' AND MANTLE MAKERS' ASSOCIATION.—Mr. J. ROSEN, 18, Old Montague Street, Whitechapel, E.
AMALGAMATED UNION OF CLOTHIERS' OPERATIVES.—Mr. J. YOUNG, 37, Fenton Street, Leeds.
LEEDS INTERNATIONAL TAILORESSES' UNION.—Miss L. ELSTEIN, 25, Enfield Avenue, Roundhay Road, Leeds.
MANCHESTER JEWISH MACHINISTS' TAILORS' AND PRESSERS' TRADE UNION.—Mr. D. POLICOFF, 19, Pemberton Street, Hightown, Manchester.
MILITARY AND UNIFORM TAILORS' AND TAILORESSES' TRADE UNION.—Mr. F. W. WOOLF, 47, Dempsey Street, Stepney, E.
SCOTTISH NATIONAL OPERATIVE TAILORS' TRADE PROTECTION AND BENEFIT SOCIETY.—Mr. R. GIRVAN, 180a, West Regent Street, Glasgow.
GLASGOW TAILORESSES' BRANCH OF THE WOMEN'S PROTECTIVE AND PROVIDENT LEAGUE.—Miss E. S. KING, 58, Renfield Street, Glasgow.
INTERNATIONAL TAILORS' MACHINISTS' AND PRESSERS' UNION.—Mr. H. ROSKIE, 49, Rutherglen Road, S.S. Glasgow.
AMALGAMATED FELT HAT TRIMMERS' AND WOOL FURRIERS' ASSOCIATION.—Mr. T. MALLALIEU, 93, Manchester Road, Denton, Lancs.
DENTON SILK HAT TRIMMERS' AND STITCHERS' UNION.—Mr. J. CHEETHAM, King's Head Hotel, Manchester Road, Denton, Manchester.
MANCHESTER CLOTH HAT AND CAP MAKERS' UNION.—Mr. V. SAFT, 27, Burland Street, Broughton, Manchester.
AMALGAMATED PROTECTIVE AND PROVIDENT UNION OF WOMEN WORKING IN TRADES IN OXFORD.—Miss FARRANT, 13, The Crescent, Oxford.
MANCHESTER AND DISTRICT SHIRT AND JACKET CUTTERS' SOCIETY.—Mr. W. DONOHUE, 10 Monsall Street, Harpurhey, Manchester.

MISCELLANEOUS TRADES.

DOCK, WHARF, RIVERSIDE, AND GENERAL LABOURERS' UNION OF GREAT BRITAIN AND IRELAND.—Mr. B. TILLETT, 425, Mile End Road, E.
AMALGAMATED LABOUR LEAGUE.—Mr. J. DENNIS, Hempton, Fakenham.
AGRICULTURAL FARM LABOURERS' LEAGUE OF DORSET.—Mr. A. C. HURST, Burlestone, Piddletown, Dorchester.

PRINTING AND KINDRED TRADES.

Bookbinding and Machine Ruling.

LONDON SOCIETY OF COMPOSITORS.—Mr. C. W. BOWERMAN, 7-9, St. Bride Street, E.C.
NATIONAL BOOKFOLDERS AND KINDRED TRADES UNION.—Mr. G. C. JONES, 17, Findon Street, Lower Edmonton, N.
SOCIETY OF WOMEN EMPLOYED IN BOOKBINDING.—Miss ELEANOR WHYTE, 4, Frith Street, Soho.
SOCIETY OF WOMEN ENGAGED IN THE BOOKBINDING AND PRINTING TRADES IN MANCHESTER.—Miss FORSYTH, 19, Whitley Street, Rochdale Road, Manchester.

Paper and Vellum Making, Paper Staining, &c.

NATIONAL UNION OF PAPERMILL WORKERS OF GREAT BRITAIN AND IRELAND.—Mr. WM. ROSS, 84, Bristol Street, Hulme, Manchester.
ASSOCIATION OF FANCY BOX MAKERS.—Miss MULDOWNEY, 48, Cardiff Street, Harpurhey Manchester.
UNITED MALE AND FEMALE CARDBOARD BOX MAKERS' ASSOCIATION.—

WOODWORK AND FURNISHING TRADES.

Upholsterers.

UPHOLSTERESSES' UNION.—Miss GREAVES, Cocoa Rooms, St. Luke's Place, Bold Street, Liverpool.
MANCHESTER UPHOLSTERESSES' SOCIETY.—Miss L. DARLING, 8, Hastings Street, Brunswick Street, Manchester.

GLASS, POTTERY, &c., TRADES.

Pottery Workers.

AMALGAMATED SOCIETY OF HOLLOW-WARE AND SANITARY PRESSERS' MOULD MAKERS, &c. —Mr. T. PICKIN, 18, Wellington Road, Bucknall Road, Hanley, Staffs.
YORKSHIRE ORDER OF POTTERS.—Mr. T. HARDCASTLE, 17, Ferham Park Avenue, Masbro', Rotherham.
WOMEN'S TRADE UNION LEAGUE (POTTERIES BRANCH).—Mrs. GOODWIN, 4, Chester Street, Hanley.
PRINTERS' AND TRANSFERERS' AMALGAMATED TRADES PROTECTION SOCIETY.—Mr. N. PARKES, 72, Slater Street, Burslem, Staffs.

Brick and Tile Making.

BIRKENHEAD BRICKMAKERS' TRADE UNION.—Mr. T. COOK, Crown Hotel, Birkenhead.
LIVERPOOL BRICKMAKERS' UNION.—Mr. J. SPENCER, 2, Surrey Street, Bootle, Liverpool.

Tobacco Pipe Making.

MANCHESTER WOMEN PIPE FINISHERS' TRADE UNION.—Mrs. E. A. CARMICHAEL, 9, Lyon Street, Garratt Street, Newton, Manchester.
PIPE FINISHERS' BRANCH OF THE WOMEN'S PROTECTIVE AND PROVIDENT LEAGUE.—Miss M. CUTHBERTSON, 59, Waterloo Street, Glasgow.

FOOD AND TOBACCO PREPARATION.

Tobacco Trades (exclusive of Pipes).

CIGAR MAKERS' MUTUAL ASSOCIATION.—Mr. B. COOPER, L.C.C., 60, Exmouth Street, Stepney, E.
FEMALE CIGAR MAKERS' PROTECTIVE UNION.—Miss K. ATKIN, 22, Chaucer Terrace, Harlaxton Street, Woodborough Road, Nottingham.
CIGAR BOX MAKERS' AND PAPERERS' TRADE UNION.—Mr. A. E. BENNETT, 68, Coppermill Lane, St. James' Street, Walthamstow.
AMALGAMATED CIGARETTE MAKERS' AND TOBACCO CUTTERS' UNION.—Mr. L. GOLDMAN, 16, Downs Park Road, Hackney, N.E.

LEATHER TRADES.

Saddlery and Harness Trades.

WALSALL FEMALE HARNESS STITCHERS' TRADE PROTECTION SOCIETY.—Mr. A. E. REVITT, 58, Reeves Street, Bloxwich, Walsall.

MISCELLANEOUS TRADES.

Agents (Life Assurance, &c.)

ROYAL LIVER AGENTS' AND COLLECTORS' UNION.—Mr. W. MORGAN, 19, Queen Anne Road, N.E.

Clerks and Typists.

NATIONAL UNION OF CLERKS.—Mr. H. DYER, 1, East Parade, Leeds.
NATIONAL UNION OF TYPISTS.—Mr F. D. PEPPER, 61 and 62, Chancery Lane, W.C.

Co-operative Employees.

AMALGAMATED UNION OF CO-OPERATIVE EMPLOYEES.—Mr. A. HEWITT, Co-operative News Buildings, Long Millgate, Manchester.

Shop Assistants.

NATIONAL UNION OF SHOP ASSISTANTS, WAREHOUSEMEN AND CLERKS.—Mr. J. MACPHERSON, 122, Gower Street, W.C.
SCOTTISH SHOPKEEPERS' AND ASSISTANTS' TRADE UNION.—Mr. K. M. MILLIGAN, c/o Messrs. Paterson & Benzie, C.A., 63a, St. Vincent Street, Glasgow.

Musicians.

AMALGAMATED MUSICIANS' UNION.—Mr. J. B. WILLIAMS, 1, Stockton Street, Moss Side, Manchester.

Blind Workers.

NATIONAL LEAGUE OF THE BLIND OF GREAT BRITAIN AND IRELAND.—Mr. W. BANHAM, Club Union Buildings, Clerkenwell Road, E.C.

General Labour.

NATIONAL UNION OF GASWORKERS AND GENERAL LABOURERS OF GREAT BRITAIN AND IRELAND.—Mr. W. THORNE, 214, Pentonville Road, King's Cross, N.
BRITISH LABOUR AMALGAMATION.—Mr. T. FOX, 44, Grosvenor Street, Downing Street, Manchester.
THE WORKERS' UNION.—Mr. C. DUNCAN, 43, Bridge House, 181, Queen Victoria Street, E.C.
IRISH NATIONAL LABOURERS' TRADE UNION.—Mr. C. TIMMINS, Trades' Hall, 95, Capel Street, Dublin.

EMPLOYEES OF PUBLIC AUTHORITIES.

Post Office Employees.

POSTAL TELEGRAPH CLERKS' ASSOCIATION.—Mr. C. E. HALL, 25, Pearl Assurance Buildings, Liverpool.
POSTMEN'S FEDERATION.—Mr. A. MACLAREN, 53, Waterloo Street, Glasgow.

EMPLOYEES OF LOCAL AUTHORITIES.

MUNICIPAL EMPLOYEES' ASSOCIATION.—Mr. A. TAYLOR, 129, Essex Road, East Ham, E.

Further information regarding Branches of Trade Unions who enrol Women as Members may be obtained from the General Secretaries. This Directory is compiled from the Directory of Industrial Associations and the Report on Trade Unions issued by the Board of Trade (Labour Department).

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